



## Belt Public Schools

PO Box 197  
Belt, MT 59412  
County Name - Cascade

2009-2010 Student Enrollment - 312

### Teacher Evaluation

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1) Where is the formal written evaluation process for teachers defined?

**Answer** – Determined by a collaborative effort of district/ school leadership and instructional staff

2) How often are non-tenured teachers required to receive a formal written evaluation?

**Answer** - Two times a year

3) How often are tenured teachers required to receive a formal written evaluation?

**Answer** - Annually

4) Check all components that are utilized in the teacher evaluation instrument. **X indicates selected answer(s)**

- X** Rating scale
- X** Evaluation rubric
- X** Standards based evaluation
- Teacher Reflection/self-evaluation
- Peer Evaluation
- X** Other – Evaluator Narrative

5) Please describe how the district uses the results in making decisions relating to teacher development, compensation, promotion, retention, and removal.

**Answer** - The evaluation is used in determining renewal of non-tenured teachers. If a problem is noted, it is first addressed through an improvement plan--the plan and progress are monitored and an evaluation of the progress is made prior to a decision to renew. For all teachers, results of evaluations may lead to professional development of a single or group of teachers when a weakness is identified. The evaluation is not used to determine compensation.

6) Does the system used by the district to evaluate the performance of teachers include student achievement outcomes or student growth data as an evaluation criterion?

**Answer** - No

7) Do the district's teachers receive an overall performance rating or level as part of the formal evaluation process? An example of performance level names would be: Ineffective, Effective, Highly Effective.

**Answer** - No

8) If you Answered Yes to question 7 above, does your system publicly report the number and percentage of teachers at each performance level?

**Answer - No**

## **Principal Evaluation**

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1) Where is the formal written evaluation process for principals defined?

**Answer -** Determined by district leadership

2) How often are non-tenured principals required to receive a formal written evaluation?

**Answer –** Annually

3) How often are tenured principals required to receive a formal written evaluation?

**Answer -** Annually

4) Which of the following components are utilized in the principal evaluation instrument? **X indicates selected answer(s)**

- Rating scale
- X** Evaluation rubric
- X** Evaluator narrative
- X** Standards based evaluation
- Principal reflection/self-evaluation
- Other-

5) Please describe how the district uses the results in making decisions relating to principal development.

**Answer -** The evaluation tool is based on the ISLIC standards and is used to evaluate the leadership effectiveness of the Principal. The results of the evaluation are discussed with the Principal and areas of strengths and weaknesses are identified. The Principal then sets goals to work on areas of weakness. The evaluation is a determining factor in renewal of a non tenured principal. It is not tied to compensation.

6) Does the system used by the district to evaluate the performance of principals include student achievement outcomes or student growth data as an evaluation criterion?

**Answer - No**

7) Do the district's principals receive an overall performance rating or level as part of the formal evaluation process? An example of performance level names would be: Ineffective, Effective, Highly Effective.

**Answer - No**